Characteristics of Great Facilitators

Establish and maintain a high energy level
Ask starting questions that draw a vivid image
Have a full toolkit of follow-up question types
Carry the group through the process
Stimulates the interaction and the free sharing of thoughts and ideas
Creates a safe environment for the group to actively engage
Is a masterful and engaging listener
Provides the structure for the discussion
Supports the well-being of the individuals and the group
Acknowledges the participants and makes them right
Utilizes the art of the question to stimulate new thinking
Taps into the wisdom of each person
Is neutral and responsive rather than reactive
Is fluid and flexible vs. rigid
Connects with the group
Plans effectively, and stays flexible
Is authentic and shares themselves with others
Has fun and is passionate about the content/process
Good listener
Organized
Serves as a guide
Open minded
Respectful
Comforting
Energetic
Neutral
Asks guiding questions
Sees the big picture
Have great empathy
Consistently use reward—seldom or never use punishment
Have a deep sense of their responsibility
Enjoy their work
Like people
Feel secure in their own abilities, yet believe they can do better
Have respect for the dignity and worth of each individual
Have a keen sense of fairness and objectivity
Willing to accept or try out new things and ideas
Have high levels of patience
Recognize the uniqueness and strengths of each individual
Sensitive to the needs, fears, problems, goals of learners
Humble in regard to their role; avoid the use of power
Do not pretend to have the answers and enjoy learning along with others
Continuously expanding their range of interest
Committed to and involved in their own lifelong learning
They know their stuff
They know what they don’t know
They can train around the weak spots
They don't just train, they “entertrain”
They are eminently adaptable
They are time bandits
They are masters of their domain
They have their PhDs in people skills
They understand that learning is a life-long process
They are constantly improving

Sources:
Ten Traits of Terrific Trainers by Jim Allen,  www.coachJim.com
Being an Effective Facilitator,  www.distance.syr.edu
In Touch:  What makes a great facilitator of learning?,  http://wsfcsintough.blogspot.com
The top Characteristics of an Effective Facilitator,  www.allbusiness.com
The Seven Separators of Great Facilitation,  Michael Wilkinson,  www.leadstrat.com